## EMPLOYER OFFERED BENEFITS

## RELEASED | 2015

APPANOOSE, DAVIS, JEFFERSON, KEOKUK, MAHASKA, MARION, MONROE, VAN BUREN & WAPELLO COUNTIES

The 2014 Iowa Workforce Needs Assessment Survey asked employers about the types of benefits being offered to their current full time and part time employees. Of the 78.4 percent of employers who offer benefits to their employees;

Insurance Benefits Offered by Employers	Full-Time Positions	Part-Time Positions
Health/Medical	80.6%	36.8%
Prescription Drug Plans	65.5%	36.8%
Life Insurance	59.6%	37.7%
Dental	49.6%	31.1%
Accidental Death & Dismemberment	47.4%	34.9%
Long Term Disability	41.8%	26.4%
Short-Term Disability	35.6%	23.6%
Vision	30.2%	20.8%

time employees and 28.6 percent offer benefits to both full and part time employees.

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nearly three-fourths (71.4%) offer benefits to only full

Insurance is a common benefit offered by employers. Different types of health care insurance (vision, dental, etc.) may be offered as part of an umbrella plan. Respondents were asked to indicate those separately if included in a combined package. Employers were not asked about workers compensation insurance as that program is intended to cover employer liability and not employee needs directly.

Paid leave is another common form of employee benefit.
Holiday leave varies by company in both the number of days
and the particular holidays recognized. Some employers may
also offer increased holiday pay in lieu of time off. Similarly, the
specifics of maternity/paternity leave programs vary widely
among different employers. Combined paid time off (PTO)
refers to programs that allow employees to accumulate paid
time off in a single pool to be used for either vacation or sick
leave versus situations in which employees accrue time in
separate pools.

Paid Leave Benefits Offered	Full-Time	Part-Time
by Employers	Positions	Positions
Holiday	77.9%	55.7%
Vacation	77.6%	43.4%
Bereavement/Funeral	65.0%	48.1%
Sick Leave	51.5%	38.7%
Personal Days/Floating Holidays	36.7%	28.3%
Maternity/Paternity	36.1%	34.0%
Combined Paid Time Off (PTO)	30.5%	32.1%
Training	18.9%	11.3%

Other Benefits Offered	Full-Time	Part-Time
by Employers	Positions	Positions
Bonuses	53.1%	34.9%
Company Vehicle	39.1%	34.0%
Flex Spending Accounts/Cafeteria Plans	37.7%	34.9%
Uniform Allowances	30.5%	21.7%
Retirement Package	27.2%	19.8%
Profit Sharing/Stock Options	20.5%	19.8%
Tuition Assistance	20.2%	14.2%
Employee Assistance Program	19.7%	21.7%
Wellness Programs	17.3%	14.2%
Shift Differential Pay	13.5%	14.2%
Relocation/Moving Expenses	7.8%	0.0%
Childcare	3.5%	0.9%

In addition to insurance and paid leave employers offer a range of other benefits. Bonuses are common and are offered on a wide range of criteria including individual performance incentives, longevity awards and company-wide success. Company vehicle benefits include mileage reimbursement for the use of employee owned vehicles. Retirement packages may be either defined benefit (traditional pensions) or defined contribution (401K). Depending on the type of retirement package payments may or may not include either employer or employee matching contributions. Childcare benefits include both reimbursement programs and on-site facilities.

Employers were asked the average annual cost of the benefit package offered per employee. The benefits costs were; under \$1,000 (10.5%), \$1,000-\$2,999 (16.4%), \$3,000-\$4,999 (14.2%), \$5,000-\$6,999 (20.4%), \$7,000-\$8,999 (12.0%), \$9,000-\$10,999 (10.9%), \$11,000-\$12,999 (3.3%), and over \$13,000 (12.4%).

Over two-thirds (66.9%) of the employers reported sharing in the premium costs of health/medical insurance, 25.2 percent of the employers reported covering the entire cost of insurance premiums while 7.9 percent of the employers/ employees have made other arrangements.



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